Gender Summit 3 - North America

Day 1	
8:00 am – 9:00 am	**Registration**
9:00 am – 9:15 am	**Welcome**
9:15 am – 9:45 am	**Keynote Address**
9:45 am – 11:30 pm	Plenary Panel: **Develop a collective commitment to strengthen human capital development, research and innovation through diversity** *In this session leaders of major science institutions will agree on a joint approach to taking specific, evidence-based actions, which can clearly benefit the quality of research and innovation, for both women and men.*
	• US National Science Foundation (NSF) • Natural Sciences and Engineering Research Council of Canada (NSERC - CRSNG) • The National Council on Science and Technology of Mexico(CONACYT) • US National Institutes of Health (NIH) • Canadian Institutes of Health Research (CIHR / IRSC) • The European Commission
11:30 pm – 12:00 pm	*Break*
12:00 pm – 1:30 pm	Plenary Panel**: Develop joint policies and criteria for gender-responsive research and innovation** *In this session leading STEM academies will discuss how gender-responsive research and innovation can best demonstrate commitment to advancing society and protecting the environment, and how national academies can cooperate in this effort by establishing joint policy actions and excellence criteria.*
1:30 pm – 2:45 pm	*Lunch*
2:45 pm – 4:45 pm	Plenary Panel**: Demonstrate evidence of how incorporating sex and gender consideration into STEM research and innovation informs policy** *In this session, leading scientists will describe how consideration of gender issues in research and innovation content can improve knowledge production, application and reporting, with increased benefits for both science and science policy, such as better healthcare, better methodologies, fair recruitment, better education systems, better science evidence for women and men.*
	• *Biomedical Engineering for Improved Diagnosis and Cancer Screening Programs* • *Understanding the Causes and Consequences of the Underrepresentation of Women in Science and Engineering* • *Multidisciplinary Consensus for Systematic Analysis of Sex and Gender in Pain Research* • *Improving the Efficacy of Vaccinations for Women, Men and Children and Consequences for Public Health Policies* • *The Prevalence of Science-Gender Stereotypes and its Impact on Education and Policy*
4:45 pm – 7:30 pm	**Evening event: reception and dinner**

	• Poster Exhibition of Best Practices • Networking • Sponsors Displays
Day 2	
8:45 am – 9:00 am	**Welcome**
9:00 am – 9:30 am	**Keynote Address**
9:30 am – 11:15 am	Plenary Panel: **Harnessing Gender Dimensions to Address Global Scientific and Societal Challenges** *The goal of this session is to demonstrate gender issues in the context of research, which has global influence on the lives of both women and men, such as efficacy of vaccines, transport, health, security, as well as effectiveness and efficiency of research collaboration.*
	• *Economic Crisis and Anatomy of Coping* • *Gender and Disaster Risk Reduction* • *Cross Boarder Research Collaboration* • *Patents for Humanity: Building a Better Modern World* • *Positive Disruption for Wellbeing* • *Millennium Goals and Women* • *Gender Equality as Criterion of Success in the European Research Area*
11:15 am – 11:45 am	*Break*
11:45 am – 1:15 pm	Parallel Sessions: **Stream 1 – Diversity in participation** *In this session, speakers and discussions will focus on why it matter who participates in research and innovation; how research problems are defined and solved, how women and men communicate, address risk factors, and make decisions.*
	1. **Equity for Excellence in Research Teams** *The evidence presented in this session shows the influence of the problem solving styles of women and men when confronted with unexpected experimental findings; how collective intelligence of teams varies with the proportion of women on the team; how men and women differ in their attitudes to risk taking; and how the presence of women on company boards affects its performance.* - *Problem Solving Strategies in the Lab of Female and Male Researchers* - *Gender Balance and Collective Intelligence* - *Balancing Risk Taking by Balancing Gender* - *Enabling Society and Organizations Capture the Competencies of Diverse Teams* 2. **Openness, Diversity, and Collective Problem Solving** *Women's participation in higher education has been growing but their creative and intellectual capital and talent have been greatly under-utilized. The speakers in this session will show evidence of how those outside the formal research and innovation structures, but in particular women, can be effectively engaged and contribute successful solutions to a variety of innovation problems that the traditional approaches have not been able to solve.*

	- *Diversity of Innovation Ideas through Crowd Sourcing* - *Gaming as a Source of Creative Diversity in Research Problem Solving* - *Innovating Together the New Future of Electronics* - *Discovering Markets with the Help of Citizens* 3. **Opportunities and Challenges for Women of Color in STEM and Society** *The issues discussed in this session concerns the needs and the means of progressing women of color in research and innovation, and in society in general, where until now, as a group, they received much less attention in the discourse on gender issues.* - *Gender Stereotyping and the Federal Judiciary in Mexico* - *Supporting Scholarly Careers of Underrepresented Faculty* - *Social Psychology Research on Women of Color in the STEM Disciplines* - *Lessons from African Canadian' Lifelong Learning Experiences in Post-Secondary Institutions* - *Advancing American Indians in the Sciences* *4.* **Diversity in Leadership** *While 50% of PhD degrees are today awarded to women, in both the USA and Europe, the scientific leadership remains predominantly male, stubbornly so. The speakers will discuss why it is critical for women to be leaders: to increase diversity of leadership styles; strengthen the scientific human capital; challenge stereotype behaviors; and make transparent what are the necessary leadership competencies.* - *Different Leadership Styles and Why They are Good for Performance* - *Gender and Leadership: The Creation of a Graduate Course* - *Enhancing Academic Performance of Underrepresented Minority* **5. Diversity and Gatekeepers in STEM Participation** *Diversity in participation in STEM, as researchers and subjects of research, is crucial to establishing the same opportunities for women and men, across all social and ethnic groups, to contribute to and benefit from science knowledge. The speakers will discuss how gatekeepers can become agents of change.* - *Scientists' Gender Bias in Recruitment and Hiring* - *Manifesto for Gender in Education as a Declaration of Joint Agreement* - *College Heads as Gatekeeper to Diversity* - *Survey of Science Editors' Policies on Standards for Reporting Gender*
1:15 pm – 2:15 pm	Lunch
2:15 pm – 3:45 pm	**Parallel Roadmap development sessions** *The goal of this part of the program is to build on the extensive evidence already available to jointly develop a Roadmap for action, which will set out specific milestones that can be achieved by the different stakeholder groups making up the science system. Key points and recommendations from the individual sessions will be presented in the final Plenary Session.*
	1. Promoting Leaders *The Roadmap discussion in this session will focus on the practices and processes that can ensure more effective promotion of women already in the system, and ready to take on leadership roles. Speakers will provide specific examples from*

	academia and industry how this can be achieved. - *To the Top through the Maze* - *Diverse Workforce Leads to Excellence* - *Diversity: Beyond Doing the Right Thing* **2. Nurturing Future Leaders** *The Roadmap discussion in this session will focus on the practices and processes for nurturing future female leaders, building on the fact that their involvement in higher education, and progress to intermediary leadership roles has been growing. Speakers will present successful measures already developed and tested that can provide the basis for others to follow.* - *The Pyramid Scheme and Science Careers* - *Diversity in Academic Medicine* - *Growing Young Scientists: Changing the Conversation* - *The Value of Mentoring: Impact of Lack of Access to Mentoring for Women* **3. Voices of Early-Career Scientists** *This session will discuss the importance of the early career stage: the decisions made here can have huge consequences for the evolution of future career direction. Understanding the science landscape, and how the science system functions, is essential to effective career development. Support measures that make this knowledge - of opportunities and obstacles – less opaque can facilitate more informed and effective career development decisions.* - *Choosing a field of study and engaging in the activities of the relevant science communities and networks during the doctoral stage.* - *The value and role of post-doctoral period(s) in shaping and securing sustainable career pathways.* - *Single discipline or interdisciplinary career directions: what is best and most practical at early career stage?* **4. Research Content and Methods** *The idea that science is gender neutral has been challenged by the evidence of omissions of sex/gender as a variable in study design; gender bias in research analysis; and under- or non-reporting of data analyzed by sex. Speakers in this session will demonstrate why and how these practices should be changed to improve both quality and efficacy of research and innovation.* - *Gender and Sex Analysis in Research* - *Gender and Diversity in Teaching – Added Value for Science* - *Gender, Masculinity and Men's Health* - *Teaching Sexualities and Gender in Mexican Universities* **5. Knowledge Transfer** *Knowledge transfer has been traditionally seen as enabling the flow of ideas from academic research to industrial development labs. This session expands this perspective by also presenting evidence for transferring gender knowledge into policy development; Internet knowledge resources; and communication media such as film and TV, all of which have a broad and global outreach and can play a crucial role in correcting persistent cultural gender bias in society.* - *From the lab to the Farm: the policy disconnect*

- *90% of Wikipedia Editors are Male. Does it Matter?*
- *Gender and Race in Film and TV Content*
- *STEM Women Faculty at Entrepreneurs*
- *Partnerships and Innovations: Winning through Diversity*

6. Career Life Balance

Science work practices and traditions are rooted in times when women were largely excluded from research and innovation and their own as well as and the society's expectations were vastly different to the realities of today. Providing women and men with the same opportunities to do scientific work and have time for family life and other commitments should be entirely possible in the 21st century. Speakers will demonstrate how this can be done.

- *Do Babies Matter?*
- *Career-Life Balance Initiative*
- *Is Work-life Balance in STEM Possible?*
- *Sustained Advancement of Women in Biomedical Careers*
- *Positive Climate that Encourages the Recruitment of Females in STEM*

7. Networks

No scientist can work in isolation and professional networks form an essential component of how science is done today. Speakers will demonstrate a variety of successful approaches from linking different fields and sectors (e.g. where women are underrepresented with those where they are in a majority) to using networks as tools for professional empowerment and opportunity to influence attitudes to their advancement.

- *Women Engineers Make a World of Difference*
- *Why Advancing Women Requires Networking*
- *Networking workplace leaders*
- *Social Network Analysis of Collaborating Relationships of STEM Women Faculty*

8. Role of Gender in STEM and Communication

Both in terms of the deliverer's and receiver's perception, the session will explore whether women communicate differently than men, and whether the public perceives communication by men and women differently.

9. Merit/Peer Review

Peer review forms the most important component of effective science knowledge making, but the fairness and efficiency of the process has been under scrutiny for some time. Speakers will demonstrate how the peer review process as practiced in the funding of research and in publishing can avoid known gender biases and improve quality and fairness of the decisions made.

- *European Peer Review Guide*
- *Peer review policies and practices, by funding agencies, and by journals*
- *Epistemological Diversity and Procedural Fairness in Peer Review*
- *The Role of Gender Balance Among Groups of Reviewers*
- *Policies for Including Women and Minority Groups in Clinical Research*
- *Competition Management and Peer Review Process*

	10. Enabling organizational systems and processes *Structural changes to improve established institutional practices and process, to ensure that institutions treat their female and male researches in the same way, are often needed and have been achieved in many cases, contributing to better research cultures that do not unfairly benefit the advancement of men. Speakers will demonstrate examples of these successes, which others can use to make such changes more widely accepted and adopted.* - *Recognizing and Removing Barriers: The Lessons from MIT* - *Organizational Change in the Academy: Focus on Women in the STEM Disciplines* - *Equity and Diversity in Education and Academic Policies: Enabling Successful Practices*
3:45 pm – 4:15 pm	*Break*
4:15 pm – 6:15 pm	Plenary Session: **Gender roadmap for research and innovation systems. Addressing the needs of different stakeholders** *In this session, a panel of experts from key national academies and science associations will discuss results reported from individual Road mapping sessions. The reports will present key points and actions recommended for inclusion in the overall Roadmap, for all relevant stakeholders to use in their spheres of influence.*
Day 3	
9:00 am – 10:30 am	**Parallel Sessions Stream 2 – The Gender Dimension in the Research Continuum (Basic -> Applied -> Innovation -> Markets)** *The goal of the sessions in this part of the program is to focus on the implications that new understandings of the gender dimension carry for research, its application, communication, and translation into technological advancements and markets. The speakers will address these perspectives in the context of the major societal challenges of the 21st century: health, aging, environment, climate change, food security, transport, and work.*
	1. Health - *From Sexual Dimorphism to Better Diagnostic and Predictive Quality of Biomarkers* - *Reporting Sex of Stem Cells and Efficacy of Regenerative Medicine* - *Sex, Gender and the Brain* - *Predictability and Correlation in Human Metrology* **2. Aging** - *Human Enhancement Technologies and the Future of Work* - *Interacting with Personal Robots: Male and Female Representations* - *Gender and Caregiving* - *Gender, Work, Stress and Disease* **3. Environment** - *Accounting for Sex in Environmental Pollution Studies* - *Endocrine Disrupting Chemicals: Addressing New Challenges* - *Radiation Exposure, Sex and the Reference Man* - *Gender, Environment and Health*

	4. Climate Change - Gender Data in Climate Change Research - Household Behavior and Impact on Energy Use - Gender-differentiated Impact of Climate Change **5. Food Security** - *Maize, Sex, and Feeding the World* - *Perspectives on Loss and Damage: Human, Gender and Environmental Security* - *Farmer-to-Farmer Knowledge Exchanges. Human Capacity Building* - *Gender Equity in the World of Agriculture* **6. Transportation** - *Gender Issues in Transport* - *Social Diversity and Gender Dimensions in Transport* - *Gender and Mobility in Transportation: Taking Account of Women's Changing Needs* - *Car Crashes and Improving Safety for Women*
10:30 am – 11:00 am	*Break*
11:00 am – 12:30 pm	**Parallel Sessions: Best Practice Training Workshops** *In this part of the program, the sessions have been designed to provide practical examples, approaches and methods that have already been implemented and can be adopted more widely across a wide range of actions where attention to gender issues is important.*
	1. Integrating Gender Dimension into Medical Researcher Training **2. New Approaches to Career Development Support for Early Stage Female Scientists** **3. Mentoring: How to Make it Work** **4. Making Women in the System Visible** **5. Methods of Supporting Career-life Balance in Institutions** **6. Fostering Interdisciplinary Careers**
12:30 pm – 1:30 pm	**Networking lunch**